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June 28, 2008

To: Larry Shumway, Deputy Superintendent
Utah State Office of Education

From: Mark Child, Director, Venture Academy

RE: One-Time, Performance-Based Compensation Plan (R277-113)

Rationale for Compensation Program

Venture Academy is a new charter school opening fall of 2008. One of the key challenges in an initial year is that of aligning instruction with State core curriculum standards. Though this alignment will be required of all teachers, the performance-based compensation program outlined here will provide added incentive for teachers to provide *timely, clear and accessible* documentation of alignment. Though alignment alone is not sufficient to ensure increased student achievement, it has the effect of focusing and improving instruction, which ultimately improves student achievement.

Requirements to Receive Compensation

In order to receive compensation, teachers must clearly show, through written or electronic documentation, the alignment of their instruction with State core curriculum standards and further show alignment with both formative and summative assessments. To be considered for compensation, a teacher must document alignment for at least 75% of the instruction which he or she is responsible for during the year. There will be two tiers of compensation based on the degree of alignment a given teacher achieves: 75% and 100%.

Distribution of Payments

Payments will be made in accordance with the governing statute and any rules associated with it (R277-113). Payments will be determined by taking the amount available from the State for the compensation program and then dividing it among the eligible teachers. Those who meet the criteria for 75% alignment, will receive .75 of the amount that teachers in the 100% tier will receive. Compensation for qualifying part-time teachers will be pro-rated based on the teacher's FTE. No single teacher shall receive more than \$2500 in compensation from this program.